## **Preferences Guide**

Please circle the number below that most accurately reflects your attitude regarding each question.

strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
2. Confidentialit	y is very impor	tant to me whe	en addressing my wo	ork priorities w	ith an advisor.	
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
<b>.</b>						
			osition of authority	directing my w	ork habits than	to have a clos
personal relation	snip with the p	erson advising				etronaly
strongly			agree somewhat			strongly
disagree	2	2		_		agree
1	2	3	4	5	6	7
1 It is not impor	tont that the na	raan advising	ma has spacific avpa	rtica in my fia	ld for advising	to be successful
strongly	tant mat me pe	15011 auvising l	me has specific expe Agree	iuse iii iiiy iie	iu 101 auvisiilg	strongly
disagree			somewhat			<b>U</b> 3
uisagiee	2	3		5	6	agree
1	2	3	4	5	6	7
5 It is not necess	sary to have me	easures of my i	orogress after receivi	ing advice		
strongly	ary to have me	casares of my	agree	ing advice.		strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
1			· ·			,
6. My goal in sec	eking advice is	primarily for p	personal developmen	nt at work.		
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
			· ·			•
7. My personal l	fe is negatively	y affecting my	work capability.			
strongly			agree			strongly
disagree			somewhat			agree
ĺ	2	3	4	5	6	7
8. I need to learn	and practice sp	pecific new jol	skills that I lack.			
strongly			agree			strongly
			somewhat			agree
disagree	2	3	4	5	6	7
disagree 1						
disagree 1						
1	lpful to receive	e advice from a	a superior in my orga	nization who	understands my	work and
1	lpful to receive	e advice from a	a superior in my orga	anization who	understands my	work and
9. It would be he	lpful to receive	e advice from a	a superior in my orga	nnization who	understands my	work and strongly
1  9. It would be he career goals.	lpful to receive	e advice from a		nnization who	understands my	

strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
11. Confidentiali	ty is <u>not</u> very i	mportant to me	when I am in the pr	cocess of recei	ving advice an	d feedback.
not at all			somewhat			very
important			important			important
1	2	3	4	5	6	7
12. A friendly, co	_	-	myself and an adviso	or is <u>more</u> imp	ortant than hav	ring an advisor
strongly	direct my work	χ.	agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
13. An advisor's	expertise on th	ne particulars o	f my work is importa	ant for any adv	vising to be suc	ccessful.
strongly	1	1	agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
*	iodic evaluatio	on of my work	performance would	be beneficial f	or my improve	
strongly			agree			strongly
disagree	2	3	somewhat	5	6	agree 7
1	2	3	4	3	6	1
15. My primary o	biective in see	eking advice is	career development.			
strongly		8	agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
16. There is little	, if anything, tl	hat I can do to	improve my current	work situation	1.	
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
17. The goal of t	he advice I am	seeking is to a	acquire specific skill	s or training n	eeded in my w	ork.
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
18. I would like t	o discuss the in	nternal politics	of my organization	and how it aff	ects my career	path.
strongly			agree			strongly
disagree			somewhat			agree
disagree						_

that the relative	onomp coon co	n myself and an advi	isor is a relatio	momp of equals	
		agree			strongly
		somewhat			agree
2	3	4	5	6	7
ty is important	for me to be c	comfortable enough t	to openly discu	ıss my work pr	iorities.
				· · · · · · · · · · · · · · · · · · ·	strongly
		_			agree
2	3	4	5	6	7
onal relationsh	in between my	self and an advisor i	s verv importa	nnt.	
<u> </u>	ip seeween my		is very importe		strongly
		_			agree
2	3		5	6	7
		<u> </u>			•
rtise in my fiel	d is <u>not</u> as imp		e general advis	ing on my wor	
		_			strongly
_	_				agree
2	3	4	5	6	7
narking at wor	k is <u>not</u> necess	ary for me to improv	e in my work.		
		agree			strongly
		somewhat			agree
2	3	4	5	6	7
ctive in seekir	g advice is to	further the goals of r	ny organizatio	n at NASA.	
	<u>.                                    </u>	•	<del>, , , , , , , , , , , , , , , , , , , </del>		strongly
		_			agree
2	3		_		
		4	5	6	7
		4	5	6	
is negatively a		ersonal life.	5	6	7
is negatively a		ersonal life. agree	5	6	7 strongly
	ffecting my pe	ersonal life. agree somewhat			strongly agree
is negatively a		ersonal life. agree	5	6	7 strongly
2	ffecting my pe	ersonal life. agree somewhat	5		strongly agree
2	ffecting my pe	ersonal life. agree somewhat 4	5		strongly agree 7
2	ffecting my pe	ersonal life. agree somewhat 4 I wish to acquire for	5		strongly agree
2	ffecting my pe	ersonal life. agree somewhat 4 I wish to acquire for agree	5		strongly agree 7 strongly
2 ecific area of k	ffecting my per 3 nowledge that	ersonal life. agree somewhat 4  I wish to acquire for agree somewhat	5 my work.	6	strongly agree 7 strongly agree 7
2 ecific area of k	ffecting my per 3 nowledge that	ersonal life. agree somewhat 4  I wish to acquire for agree somewhat 4  a superior within the	5 my work.	6	strongly agree 7 strongly agree 7
2 ecific area of k	ffecting my per 3 nowledge that	ersonal life. agree somewhat 4  I wish to acquire for agree somewhat 4	5 my work.	6	strongly agree 7 strongly agree 7
	2  rtise in my field  2  narking at worl  2  ective in seekin	ty is important for me to be compared to be compare	ty is important for me to be comfortable enough to agree somewhat  2 3 4  conal relationship between myself and an advisor is agree somewhat  2 3 4  conal relationship between myself and an advisor is agree somewhat  2 3 4  contribution of the co	ty is important for me to be comfortable enough to openly discrete agree somewhat  2	somewhat  2 3 4 5 6  ty is important for me to be comfortable enough to openly discuss my work pr  agree somewhat  2 3 4 5 6  conal relationship between myself and an advisor is very important.  agree somewhat  2 3 4 5 6  contribution in my field is not as important to me as more general advising on my work agree somewhat  2 3 4 5 6  contribution in my field is not necessary for me to improve in my work.  agree somewhat 2 3 4 5 6  contribution in my work.  agree somewhat 2 3 4 5 6  contribution in my work.  agree somewhat 2 3 4 5 6  contribution in seeking advice is to further the goals of my organization at NASA. agree

strongly			agree			strongly
disagree	_	_	somewhat	_	_	agree
11	2	3	4	5	6	7
29 Confidentiali	ity is not import	ant when I am	addressing how to i	make changes	in my work	
strongly	ty is <u>not</u> import	ware writer r are	agree		in ing won.	strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
				<del>-</del>	-	-
	_	nning of my wo	ork from an advisor	is <u>more</u> import	ant that a close	working
relationship with	an advisor.					
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
21 The evident -	f an advisan's -	vnantiaa in	, anacifia area of	ulz xxxi11 i	hia/han anadik!	ity, yy,han air-i-
me advice.	i all auvisor's e	experuse in my	specific area of wor	ik wiii iiiipact	ms/ner credibil	ny when givii
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
strongly disagree	2	3	agree somewhat	5	6	strongly agree
1			4	<i>3</i>	0	/
33. My objective	in seeking adv	ice is primaril	y concerned with the	e development	of my organiza	tion at NASA
strongly			agree			strongly
disagree			somewhat			agree
1	2	3	4	5	6	7
34 It would be b	vanaficial to dia	ouee como nov	sonal matters so that	Lean feaue m	ore clearly on y	zork
strongly	chefferal to uis	cuss some pers	agree	1 can focus inc	ore crearry on v	strongly
<b>.</b>			somewhat			
dicagraa	2	3	somewhat 4	5	6	agree 7
disagree		٦.	4	J	6	7
disagree 1	2					
1			t for me to acquire for	or my work.		
1			t for me to acquire for agree	or my work.		strongly
1 35. There are sp				or my work.		strongly agree
1 35. There are sp strongly			agree	or my work.	6	0,5
1  35. There are sp strongly disagree	ecific skills tha	t are important	agree somewhat	•	6	agree
1 35. There are sp strongly disagree 1	ecific skills tha	t are important	agree somewhat 4	5		agree 7
1 35. There are sp strongly disagree 1 36. It is importa	ecific skills tha	t are important	agree somewhat 4 ice from a superior v	5		agree 7 er developme
35. There are sp strongly disagree 1 36. It is importa strongly	ecific skills tha	t are important	agree somewhat 4 ice from a superior vagree	5		agree 7  er developme strongly
1 35. There are sp strongly disagree 1 36. It is importa	ecific skills tha	t are important	agree somewhat 4 ice from a superior v	5		agree 7 er developme